

Performance Management Philosophy



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Performance Management Strategic Success



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Future State Overview - Managing Performance



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Total Rewards Philosophy



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Total Rewards Strategic Success



Current

Future



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Future State Overview - Total Rewards Priorities

- Ensure Total Rewards objectives align with, enable and support the company business strategy



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Future State Overview - Aligning Pay to Performance

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Organizational Growth and Development Philosophy



Growing our key talent to
provide the internal pipeline
for tomorrow

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Organizational Growth and Development Strategic Success

- Identify and develop leadership capabilities needed to drive future growth of the business at all levels in the organization

Current

Future

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HR Operations Philosophy



Recognized for global HR excellence by providing the business with best practice processes and systems that provide high impact to the company leveraging centralization and a cost effective approach to HR and business priorities

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Future State Overview - HR Operations

- Intended outcome is to ensure HR is cross functional to increase efficiencies and effectiveness



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HR Excellence



Align HR across the function to increase agility and flexibility, building and leveraging capabilities resulting in faster execution and focus on key strategic priorities

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Future State Overview - Building HR Capabilities

- Build HR capabilities globally to support the business as it continues to evolve and scale



2009 – 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets

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2009 - 2013 Strategic Objectives, Measures and Metrics

Success Metric	Measurements	2009 Targets	2013 Targets

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